

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengevaluasi dan menganalisis bagaimana fasilitas kantor, motivasi kerja dan disiplin kerja mempengaruhi kinerja karyawan Kecamatan Ranuyoso. Dengan 40 responden Pegawai Kecamatan Ranuyoso Populasi penelitian adalah karyawan Kecamatan Ranuyoso, dan digunakan sampling jenuh untuk proses pengambilan sampel. Beberapa teknik analisis regresi linier digunakan untuk pengujian hipotesis. Hasil berikut diperoleh setelah uji parsial atau uji-t: 1) Fasilitas Kantor berpengaruh terhadap kinerja Karyawan Kecamatan Ranuyoso. 2) Motivasi kerja berpengaruh terhadap kinerja karyawan Kecamatan Ranuyoso. 3) Disiplin kerja tidak berpengaruh terhadap kinerja karyawan Kecamatan Ranuyoso. 4) Koefisien determinasi (R^2) yang diperoleh sebesar 0.823 atau 82.3%. Artinya bahwa fasilitas kantor, motivasi kerja dan disiplin kerja dapat mempengaruhi kinerja karyawan sebesar 82.3%, sedangkan 17.7% sebagai sisanya disebabkan variabel lainnya yang tidak diujikan pada penelitian ini misalnya kemampuan, keahlian, pengetahuan dan kepribadian.

Kata Kunci: Fasilitas Kantor, Motivasi, Disiplin, dan Kinerja Karyawan



ABSTRACT

The aim of this research is to evaluate and analyze how office facilities, work motivation and work discipline influence the performance of Ranuyoso District employees. With 40 respondents as employees of Ranuyoso District, the research population was employees of Ranuyoso District, and saturated sampling was used for the sampling process. Several linear regression analysis techniques are used for hypothesis testing. The following results were obtained after the partial test or t-test: 1) Office facilities influence the performance of Ranuyoso District employees. 2) Work motivation influences the performance of Ranuyoso District employees. 3) Work discipline has no effect on the performance of Ranuyoso District employees. 4) The coefficient of determination (R^2) obtained was 0.823 or 82.3%. This means that office facilities, work motivation and work discipline can influence employee performance by 82.3%, while the remaining 17.7% is due to other variables that were not tested in this research, for example ability, expertise, knowledge and personality.

Keywords: *Office Facilities, Motivation, Discipline and Employee Performance*

